

**GALLATIN COUNTY SCHOOLS
WARSAW, KENTUCKY
CONTRACT EMPLOYING SUPERINTENDENT**

This CONTRACTUAL AGREEMENT, made and entered into this the 26 day of April, 2010, by and between the BOARD OF EDUCATION OF GALLATIN COUNTY, (hereinafter the "BOARD"), party of the first part, and DOROTHY B. PERKINS, (hereinafter referred to as the "SUPERINTENDENT"), party of the second part, and authorized by action at a lawful meeting of the BOARD held on the 26 day of April, 2010.

WITNESSETH:

NOW, THEREFORE, the BOARD and SUPERINTENDENT, for the consideration herein specified, agree as follows:

IT IS AGREED:

1. TERM OF EMPLOYMENT

SUPERINTENDENT is hereby hired and retained for a term commencing on July 1, 2010, through June 30, 2014, as Superintendent of Schools for the County Schools, Gallatin County, Kentucky.

2. DUTIES

The duties and responsibilities of the Superintendent shall be all those duties incident to the Office of Superintendent imposed by the law and regulations of the Commonwealth of Kentucky and in keeping with Board policy. Other duties and responsibilities

as may be needed from time to time may be assigned to the SUPERINTENDENT by the BOARD.

3. OUTSIDE ACTIVITIES

SUPERINTENDENT shall devote her time, attention, and energy to the business of the school district.

The SUPERINTENDENT and BOARD recognize the advisability and on occasions the necessity of SUPERINTENDENT to attend seminars, courses, or programs conducted or sponsored at the local, state, or national levels. It is understood and agreed that the district shall permit a reasonable amount of time for the SUPERINTENDENT to attend such meetings, for the BOARD to pay for necessary fees and travel and subsistence expenses as may be approved by the BOARD or as may be set forth in local Board policy. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the Gallatin County Schools. The BOARD shall have ultimate discretion in determining the SUPERINTENDENT's attendance and the amount of money to defray reasonable and necessary travel and subsistence expenses.

However, if the SUPERINTENDENT elects to attend any function, meeting, seminar, or program wherein she is compensated as a lecturer, consultant, or for such attendance,

the time involved with such functions shall not be considered as part of the 260 required working days and the BOARD shall not pay the SUPERINTENDENT's expenses involved with such functions.

4. COMPENSATION

The salary shall be \$103,948.00 per school year. The salary shall be paid in bi-monthly installments on the same dates administrators who work twelve (12) months are paid. The salary of the SUPERINTENDENT shall be adjusted annually in accordance with the pay raises given by the BOARD to other certified staff members in the District, including a one point five percent (1.5%) step-increase based on the Rank I Certification Salary Schedule of the District.

The BOARD based upon its evaluation of the SUPERINTENDENT, may adjust the salary of the SUPERINTENDENT during the term of this AGREEMENT, provided that in no event shall the SUPERINTENDENT be paid less than the salary specified above. Any such adjustment of salary made during the term of this AGREEMENT shall be in the form of an amendment to this AGREEMENT. Any said adjustment shall become part of this AGREEMENT, but shall not be deemed that the BOARD and SUPERINTENDENT have entered into a new AGREEMENT, nor shall it be deemed that

the termination date of the existing AGREEMENT has been extended. Although the SUPERINTENDENT's salary may be increased at the discretion of the BOARD, nevertheless, this provision shall not be construed as an expectation by the SUPERINTENDENT that any such increase will occur. The BOARD shall, at least on an annual basis, conduct an evaluation of the SUPERINTENDENT.

5. WORKING DAYS AND BENEFITS

- a. Working Days -- It is understood and agreed that each school year, from July 1 through June 30 during the term of this AGREEMENT, shall consist of 260 working days, 20 of which are paid vacation days. If the SUPERINTENDENT elects to be away from the job for five (5) or more days consecutively, this shall be subject to BOARD approval. Days not worked by the SUPERINTENDENT shall be noted in the minutes of the next regularly-scheduled BOARD meeting after said days are taken.
- b. Vacation -- The SUPERINTENDENT shall be entitled to twenty (20) days of paid vacation each school year.
- c. Leaves -- The SUPERINTENDENT shall accrue all leave days as authorized by Board Policy for certified employees. Consistent with statutory law, the

SUPERINTENDENT shall be permitted to transfer all sick leave accumulated as Director of Consolidated Planning with the Gallatin County Schools.

- d. Health and Dental Insurance -- The BOARD shall pay the premium cost for a family plan for health and dental insurance.
- e. Expenses -- the BOARD shall pay or reimburse SUPERINTENDENT for reasonable expenses approved by BOARD and incurred by SUPERINTENDENT in the continuing performance of her duties under this AGREEMENT, as determined by the BOARD and according to Board Policy.
- f. Professional and Civic Dues -- The BOARD recognizes the mutual benefits derived by the SUPERINTENDENT and the BOARD of the SUPERINTENDENT's membership in certain professional and civic organizations. The BOARD agrees to pay dues for the Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), and one (1) civic club of the SUPERINTENDENT's choice. The dues for membership in any other civic clubs may be approved in the discretion of the BOARD.

- g. Automobile Expenses -- The SUPERINTENDENT shall be reimbursed for mileage per Board Policy.
- h. Retirement Benefits -- The SUPERINTENDENT shall have the same retirement benefits as provided certified employees under the Kentucky Teachers Retirement System and as in Board Policy.
- I. The SUPERINTENDENT shall reside in Gallatin County, Kentucky, during the term of this AGREEMENT.

6. TERMINATION OF EMPLOYMENT AGREEMENT

This AGREEMENT may be terminated as per the Board's Policy and shall also include the following:

- a. By expiration of its term;
- b. Mutual agreement of the parties;
- c. Discharge for cause.

7. BOARD POLICY

The SUPERINTENDENT's duties and obligations are governed by Board Policy, unless otherwise specifically modified hereinabove.

All benefits of the SUPERINTENDENT are specifically spelled out in this AGREEMENT and override any general policy which might be in existence for other employees.

8. SAVINGS CLAUSE

If, during the term of this AGREEMENT, it is found that a specific clause of the AGREEMENT is illegal under federal or state law, the remainder of the AGREEMENT not affected by such a ruling shall remain in force.

9. MISCELLANEOUS

This AGREEMENT has been executed in Kentucky, and shall be governed in accordance with the laws of the Commonwealth of Kentucky in every respect.

Paragraph headings have been inserted for convenience or reference only, and if there shall be any conflict between any such headings and the test of this agreement, the test shall control.

This AGREEMENT shall be executed in duplicate originals.

This AGREEMENT contains all of the terms agreed upon by the parties with respect to the subject matter of this AGREEMENT and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.

IN TESTIMONY WHEREOF, the BOARD and SUPERINTENDENT have caused this AGREEMENT to be executed in their respective names, and in the

case of the BOARD, by its Chairperson, on the day and year first above
written.

BOARD OF EDUCATION OF GALLATIN COUNTY

BY: Sonya Giles
Sonya Giles, Chairperson

ATTEST:

Dorothy B. Perkins
Secretary

Dorothy B. Perkins
Dorothy B. Perkins, Superintendent

COMMONWEALTH OF KENTUCKY)
) Sgt.
COUNT OF GALLATIN)

Subscribed and sworn to before me by Sonya Giles, Chairperson, Gallatin
County Board of Education, and Dorothy B. Perkins, on this the 26 day of April, 2010.

My commission expires: NOV 14 2013

James M. Gay
Notary Public, KY, State at Large

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Gallatin County Board of Education Meeting

April 26, 2010 07:30PM
Wallace Central Office Building
75 Boardwalk
Warsaw, KY

Attendance Taken at 7:29 PM:

Present Board Members:

Mrs. Becky Burgett
Mrs. Sonya Giles
Mrs. Joanie Rogers

Absent Board Members:

Mrs. Anita McFarland
Mr. David Morris

I. CALL TO ORDER

I.A. Welcome

I.B. Roll Call

I.C. Approval of the Agenda

Order #2010-121 - Primary Motion Passed: Approved with removal of BG-1 info and removal of DAG invoice passed with a motion by Mrs. Becky Burgett and a second by Mrs. Joanie Rogers.

Mrs. Becky Burgett	Yes
Mrs. Sonya Giles	Yes
Mrs. Anita McFarland	Absent
Mr. David Morris	Absent
Mrs. Joanie Rogers	Yes

II. COMMUNICATIONS

II.A. Board Members

II.B. Citizens & Delegations

II.C. Staff/School Reports

II.C.1. LE Principal's Report & SBDM Council Agenda/Minutes, CATS Goal Prediction

II.C.2. UE Principal's Report & SBDM Council Agenda/Minutes, CATS Goal Prediction

II.C.3. MS Principal's Report & SBDM Council Agenda/Minutes, CATS Goal Prediction

II.C.4. HS Principal's Report & SBDM Council Agenda/Minutes, CATS Goal Prediction

II.C.5. Enrollment & Attendance Report

II.D. Written Communications

II.D.1. BG-09-261 LE Renovations

II.E. Superintendent's Report

III. STUDENT LEARNING SERVICES

III.A. Standards & Indicators for School Improvement-7.1 Leadership-Leadership has developed and sustained a shared vision

III.B. District Code of Acceptable Behavior and Discipline - First Reading

III.C. Approval of Revisions to 2010-2011 School Calendar to Reflect 175 Instructional Days

Order #2010-122 - Primary Motion Passed: passed with a motion by Mrs. Joanie Rogers and a second by Mrs. Sonya Giles.

Mrs. Becky Burgett	Yes
Mrs. Sonya Giles	Yes
Mrs. Anita McFarland	Absent
Mr. David Morris	Absent
Mrs. Joanie Rogers	Yes

*OK - David K. Morris, Vice Chair GCBE
Dot Perkins*

IV. STUDENT SUPPORT SERVICES

IV.A. FINANCE

IV.A.1. Approval of the 2010-2011 SBDM Council Allocations-Mrs. Connie Wainscott

Order #2010-123 - Primary Motion Passed: passed with a motion by Mrs. Becky Burgett and a second by Mrs. Joanie Rogers.

Mrs. Becky Burgett	Yes
Mrs. Sonya Giles	Yes
Mrs. Anita McFarland	Absent
Mr. David Morris	Absent
Mrs. Joanie Rogers	Yes

IV.B. FACILITIES

IV.B.1. Approval of Bid for Demolition/Removal of Metal Building Near the Lower Elementary

Order #2010-124 - Primary Motion Passed: passed with a motion by Mrs. Becky Burgett and a second by Mrs. Sonya Giles.

Mrs. Becky Burgett	Yes
Mrs. Sonya Giles	Yes
Mrs. Anita McFarland	Absent
Mr. David Morris	Absent
Mrs. Joanie Rogers	Yes

V. STUDENT LEARNING & SUPPORT CONSENT ITEMS

Order #2010-125 - Primary Motion Passed: passed with a motion by Mrs. Joanie Rogers and a second by Mrs. Becky Burgett.

Mrs. Becky Burgett	Yes
Mrs. Sonya Giles	Yes
Mrs. Anita McFarland	Absent
Mr. David Morris	Absent
Mrs. Joanie Rogers	Yes

V.A. Approve Minutes of the April 15, 2010 Board of Education Meeting

V.B. Approve Treasurer's Report

V.C. Authorize Payment of Activity Fund Bills

V.D. Approve Activity Fund Report

V.E. Authorize Payment of Bills

V.E.1. Ross-Tarrant Architects

V.E.1.a. Invoice #12-UE Addition - \$582.41

V.E.1.b. Invoice #10-LE Addition/Renovation-\$10,065.00

V.E.2. Century Construction-UE Addition-Pay App #7

V.F. Consider Bids & Award Contracts

V.F.1. DAG Construction-General Contractor for LE Renovation/Expansion

V.G. Acknowledge Notification of Personnel Actions

V.G.1. Resignation- Lee Johnson, Cross Country Coach

V.H. Approve Requests

V.H.1. Approval to Submit Target and Dollar General Foundation Grants

V.H.2. Approval to Submit Perkins Grant

V.H.3. Declare Surplus Excess and Outdated Computers/Networking Switches

V.H.4. Approval to Submit Math Grant re U of L and Old Dominion University - Curt Bieger

V.H.5. Approval to Host Readifest and Summer Program - FRC

V.H.6. Facilities Use Requests

V.H.6.a. HS Gym/Classrooms-FRC-Summer Program

V.H.6.b. UE Gym-FRC-Clothing Swap
 V.H.6.c. HS Gym and Lobby - Readifest
 V.H.6.d. UE Classrooms-FRC-Sumer Program
 V.H.7. Fund Raising Requests
 V.H.7.a. St. Jude's Trike-a-Thon-GC Preschool-Alicia Bachman

VI. SUPERINTENDENT'S CONTRACT

Order #2010-126 - Primary Motion Passed: Motion to approve the superintendent's contract for a four year term beginning July 1, 2010, a copy of which is attached hereto and incorporated in these minutes, and to authorize the Chairman of the Board to execute the original of said contract on behalf of the District passed with a motion by Mrs. Becky Burgett and a second by Mrs. Joanie Rogers.

Mrs. Becky Burgett	Yes
Mrs. Sonya Giles	Yes
Mrs. Anita McFarland	Absent
Mr. David Morris	Absent
Mrs. Joanie Rogers	Yes

VII. ADJOURN

Order #2010-127 - Primary Motion Passed: passed with a motion by Mrs. Joanie Rogers and a second by Mrs. Sonya Giles.

Mrs. Becky Burgett	Yes
Mrs. Sonya Giles	Yes
Mrs. Anita McFarland	Absent
Mr. David Morris	Absent
Mrs. Joanie Rogers	Yes

David K. Morris - Vice (Chair)
 Chairperson

Stephany B. Perkins
 Superintendent

Not official minutes until approved at the next board meeting